

Module specification

When printed this becomes an uncontrolled document. Please access the **Module Directory** for the most up to date version by clicking on the following link: [Module directory](#)

Module Code	BUS5B3
Module Title	Organisational Culture and People Development
Level	5
Credit value	40
Faculty	Faculty of Social and Life Sciences
HECoS Code	100078
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
FdA/ BA(Hons) Applied Business with Management	Core

Pre-requisites

N/A

Breakdown of module hours

Learning and teaching hours	44 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	44 hrs
Placement / work based learning	0 hrs
Guided independent study	356 hrs
Module duration (total hours)	400 hrs

For office use only	
Initial approval date	30/08/2024
With effect from date	30/08/2024
Date and details of revision	N/A
Version number	01

Module aims

This is a module aimed at recognising the importance of being able to apply the knowledge and skills gained during the programme to enhance practices within the workplace. The focus will be on self-awareness and people management and to examine the tools required to be effective, for example raising awareness of bilingualism, HRM, EDI and empowerment. There will be an opportunity to investigate innovative ideas for improvements to a specific issue within the workplace, and students will also be encouraged to focus on their personal and professional development within the work context.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Critically assess the impact of key HRM concepts and practices in the workplace.
2	Evaluate the practical application of key HRM concepts and practices in contemporary organisations.
3	Generate practical recommendations for a real-life business scenario.
4	Evaluate factors affecting effective performance in the workplace.
5	Demonstrate critical awareness of personal development.

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

1. A research project investigating and identify solutions to a 'live' people management and/or development issue or problem within a business. It is expected that the students implement the investigation, research supporting academic theories and propose a set of practical and actionable recommendations of how the issue/problem could be resolved.
(2500)
2. A portfolio analysing areas for personal and professional development, including a personal development plan and with reference to literature and specific research models.
(1500)



Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3	Written Assignment	65
2	4, 5	Portfolio	35

Derogations

None

Learning and Teaching Strategies

This module will be delivered using a combination of face to face lectures, group tutorials and practical exercises, and will utilise the use of case studies to apply the knowledge. There will be a substantial element of online learning, during which students will consolidate learning, undertake research for assessments, participate in discussion forums, and work with peers to complete group activities.

Indicative Syllabus Outline

1. Fundamentals of HR practices in the workplace
2. Power, conflict and engagement in the workplace
3. Processes and procedures to manage performance.
4. Equality, Diversity, and Inclusion.
5. Employee reward systems
6. Employee benefits: including pensions and flexible benefits
7. Employee voice – collective and individual
8. Future trends in HR
9. Continuing professional development
10. Workplace training and development
11. Personal development plans
12. Reflective practice.

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Bennett, T., Saundry, R. and Fisher, V. (2020) *Managing Employment Relations*
London: Krogan Page Limited.

Watson, G. and Reissner, S. (2023) *Developing Skills for Business Leadership: Building Personal Effectiveness and business acumen*. London: Kogan Page.



Other indicative reading

Northouse, P. (2022), *Leadership: Theory and Practice*. 9th ed. Los Angeles: Sage.

Washbrook, Y., Bloomfield, A. and Taylor, C. (2023), Engaging in Race Equity: Navigating Power and Privilege in Higher Education, in *Advance HE News + Views*. Available: <https://www.advance-he.ac.uk/news-and-views/engaging-race-equity-navigating-power-and-privilege-higher-education>

Websites

www.mangers.org.uk

www.cipd.co.uk

www.ilo.org

www.ons.gov.uk

Journals

Journals available on Resourcefinder

Employability – the University Skills Framework

Each module and degree programme are designed to support learners as they develop their graduate skills aligned to the University Skills Framework.

Using the philosophies of the Active Learning Framework (ALF) our 10 skills are embedded within programmes complementing core academic subject knowledge and understanding.

Through continuous self-assessment students own their individual skills journey and enhance their employability and career prospects.

This Module forms part of a degree programme that has been mapped against the University Skills Framework.

The Wrexham University Skills Framework Level Descriptors: An incremental and progressive approach.

Learners can use this document to identify where and how they are building skills and how they can develop examples of their success.